

Job Information



BELLEVUE POLICE DEPARTMENT, City of

450 110TH AVE. NE

BELLEVUE, WASHINGTON 98009

(425)452-6917

<http://www.bellevuewa.gov/police.htm>

Updated: **August 1 , 2013**

The City of Bellevue Police Department continuously accepts test results for Entry Level Police Officer throughout the year and hires approximately 8-12 officers each year.

Classification: Entry Level Police Officer

Salary Information:

\$4,902.50 Step 1 / Police Recruit – \$6,792.06 Step 5 / Top Step (Not including 3-6% education or 4% premium pay)

Benefit Information:

- Generous health benefits including full medical, dental, and vision for employee, spouse/domestic partner and children.
- 4% premium pay for 10 specialty job assignments
- Tax deferred and 90% City matched 401(k) defined contribution plan with vesting of city contributions at 10% per year of active contribution participation (Municipal Employee Benefit Trust – MEBT)*
- 457 deferred compensation plan – will accept rollovers from your existing 401(k) or (a); 403(b); 457(b) or Traditional IRA.
- Washington State LEOFF II retirement plan.
- Employee provided dry cleaning – limited.
- Workout while on duty (three hours per week)
- Comprehensive Quartermaster program the supplies 100% of issued equipment, uniform, and weapons
- Generous professional development and training opportunities (Over 100 hours / year) Employee Assistance Plan (EAP)

- Tuition reimbursement program for bachelor degree.
- Standard vacation accrual of 8.7 hrs/month rising in steps to 14.7 hrs/month at 20 yrs of service. 10 additional hours of vacation accrued per year for each year of service beyond 21.
- Uniformed Patrol Officers are eligible annually for a \$100 safe driving award.
- Clothing allowance up to \$500/year for plain clothes assignments (Detectives, PIO, Training)
- City provided \$50,000 life insurance (no cost to employee)
- Plentiful off-duty employment opportunities
- Overtime and/or compensatory time allowances for overtime, callback, court, stand-by, and other instances.
- Secure underground employee parking facility
- Free annual pass (ORCA card) for regional bus/light rail transit

*The City of Bellevue does not participate in Social Security, which means employees do not contribute to or earn Social Security credit while employed with the City.

Applicant Contact Person:

Please direct any questions to National Testing Network at 1-866-563-3882. Please do not call the department directly.

Job Description:

This position performs investigative and general police work involving the protection of life and property, apprehension of criminals, enforcement of laws and ordinances, and the preservation of the peace. Work normally involves patrol, investigation, and traffic enforcement duties, which may be performed in police vehicles, on motorcycles, on bicycles, on foot, or on electric vehicle.

Bellevue Police Officers are strongly oriented toward community services and support law enforcement policies, which are community based. Initial assignment will be to the Patrol Section for a minimum of two years. The Entry Level Officer application process is initiated through www.NationalTestingNetwork.com.

Candidates are encouraged to visit the Bellevue Police Department website for further information <http://www.bellevuewa.gov/police.htm>

Department Information:

The Bellevue Police Department is an internationally accredited law enforcement agency committed to providing the highest quality law enforcement, community education and support services possible. Our residents enjoy a low crime rate and an outstanding quality of life. Bellevue is the fifth largest city in

Washington, with a nighttime population of nearly 124,600 and an estimated daytime population of over 200,000. We are budgeted for approximately 180 police officers and 40 civilian staff.

To maintain this quality of life, the Bellevue Police Department's highly trained officers and professional staff use a combination of reactive and proactive response methods to effectively and quickly respond to calls for service. To help reach our goal of a safe community, we partner with our caring community to identify problems early on and look for the best solution.

We offer the community a full range of police services that include state of the art proactive patrol; specialized traffic enforcement and collision investigations; crime scene investigations; violent crime, special assault, property crime and white collar investigations, SWAT, Bomb Squad, Hostage Negotiation Team, Narcotics, Computer Forensics, K-9, Crowd Control, Citizen's Academy, Bicycle Patrol, Neighborhood Liaison Officers, School Resource Officers and many other specialized law enforcement services. The Bellevue Police Department is an equal opportunity employer.

City Information:

Bellevue is the fifth largest city in Washington, with a population of more than 124,600. It is the high-tech and retail center of East King County, with more than 134,000 jobs and a skyline of gleaming high-rises. Rated as one of the best places to live in the United States, Bellevue is also rated as one of the best places for business and the city's schools are consistently rated among the best in the country.

While business booms downtown, much of Bellevue retains a small-town feel, with thriving, woodsy neighborhoods situated within a vast network of green spaces complemented by an award winning park systems that keep people calling Bellevue "a city in a park."

The city spans more than 33 square miles between Lake Washington and Lake Sammamish, and is a short drive from either salt water in Puget Sound or snow and glaciers in the Cascade Mountains. People can kayak in a 320-acre wetland preserve within sight of downtown.

The population is absolutely vibrant in terms of growth and ethnic and cultural diversity. The 2010 census shows that minorities constituted over 40% of Bellevue's population. More than 50 different languages are now spoken by children in Bellevue Public Schools.

Job Requirements

Age: Must be at least 21 years of age.

US Citizen: Must be a US citizen.

High School Grad/GED: Proof of high school diploma or a GED certificate required.

Valid WASHINGTON State Driver's License: Obtain a valid Washington State Driver's License prior to being hired.

Ability to Read/Speak English: Must have ability to read and write the English language.

Vision: Applicant must have normal color vision. Vision must be correctable to 20/20 in the better eye and 20/30 in the lesser eye. Applicants wearing eyeglasses or hard contacts must have uncorrected vision no worse than 20/200 in each eye. Applicants wearing soft contacts must be able to:

- provide verifiable documentation that soft contacts have been worn regularly for at least one (1) year prior to application
- meets minimum vision acuity standards with soft contact lenses, and
- there are no indications of corneal damage, or conditions of the eye which might require discontinuation of soft contact use

College:

Must have 90 quarter, or 60 semester college credit hours, from an accredited college, completed at the time of application for this position (sealed transcripts must be submitted prior to a background investigation).

OR

Educational requirements will be waived if applicant served continuously in active duty military and fulfilled the full enlistment period of 3 or more years with valid documentation of an honorable discharge.

Honesty / Integrity:

Honesty and Integrity are essential traits for a successful career in Law Enforcement. Any false statements, lack of candor, cheating, or failure to fully divulge requested information will result in immediate disqualification from the hiring process.

Background Investigation:

Successfully pass a background investigation that includes an employment and reference check,

complete criminal and driving history records check, a polygraph examination, and a psychological examination.

Medical Examination:

Satisfactorily complete a medical examination per the Public Safety Civil Service Commission standards.

ABSOLUTE Disqualifiers:

Drug Use: Please note that the use of illegal drugs and the illegal use of prescription drugs, referred to in this acknowledgement, means the use, possession, or distribution of drugs which is unlawful under the provisions of the Uniform Controlled Substances Act in this state or its equivalent in any other jurisdiction.

The following drug use (or distribution of) will be disqualifying:

- Any use of illegal drugs while employed by a law enforcement agency.
- Any use of illegal drugs by free-basing or needle injection.
- Any illegal use of methamphetamines.
- Any participation in the manufacture, selling, offering to sell, distribution or transporting for sale any illegal drugs/narcotics.
- Any use of hallucinogenic drugs (mushrooms, LSD, PCP, etc.) within the past ten (10) years.
- Use of marijuana within the past three (3) years.
- Use of marijuana/hashish over 25 times within the past ten (10) years.
- Any illegal use of powder cocaine within five (5) years.
- Any other illegal drug use or pattern of prescription drug abuse within three (3) years.

Criminal Violations

The following will be disqualifying:

- Any adult felony conviction.
- Any juvenile felony conviction within the past five years.
- Any misdemeanor conviction for a crime involving moral turpitude.
- Commission of any crime of violence, including domestic violence.
- Commission of any sexual offense within the past five years.

- Any conviction of a felony crime at any time while employed in any capacity with a Law Enforcement Agency (including volunteer, intern, and reserve positions).
- Any single theft of property or money in excess of \$100 value within the past five years.

Traffic Record

Traffic violations that will be disqualifying:

- Any criminal traffic conviction within the past 5 years. Violation examples include: Driving Under the Influence (DUI), Reckless Driving, Negligent Driving, or Hit & Run Driving.
- Suspension or revocation of your driver's license (for any traffic violations) within five (5) years of the date of application.

POTENTIAL Disqualifiers:

Criminal Relationships

Applicant maintains an on-going relationship with individuals who have been convicted of felony crimes and/or who are reputed to be involved in recent or current felonious activity.

Criminal Violations

An applicant's criminal record, including all arrests, prosecutions, deferred prosecutions, "Alford" pleas, and non-conviction information will be thoroughly assessed and may be grounds for disqualification.

Potential Disqualifiers include:

- Commission of a felony crime (non-conviction).
- Applicant has criminal proceedings pending or is under investigation for a crime.
- Applicant has been involved in significant misdemeanor activity.
- Applicant's history shows a pattern of thefts.

Driving Record

Applicant's driving record shows a continuing and/or recent pattern of poor decision making.

Employment Record

An applicant's employment history, including a pattern of unexcused absences, discipline, any terminations, or leaving an employer in lieu of termination, will be thoroughly assessed and may be grounds for disqualification.

Financial Record

An applicant's credit history, including excessive credit card debt or unresolved accounts in collection will be thoroughly assessed and may be grounds for disqualification.

Body Decoration

Visible body decorations such as: tattoos, brands, body art, or intentional mutilation shall be covered while on duty. The following body decorations are prohibited: Split or forked tongues; foreign objects inserted under the skin to create a design or pattern; enlarged or stretched out holes in the ears; dental ornamentation; and visible piercings other than those in the ear(s) that present a professional image.

Military Experience:

Must have been discharged from the military under honorable conditions

Additional Information:

For general City of Bellevue application information call Human Resources at (425) 452-5211.

For information regarding the Physical Abilities Test (PAT), please see the FAQ's section on the NTN home page.

Oral Boards:

Candidates successfully passing the oral board exam will be placed on the final eligibility list based on their oral board final score. Eligibility lists will be merged throughout the year as additional testing is conducted. Candidates on the eligibility list will remain active for one year from the date that they are ranked on the list.

When considered for hire, applicants will undergo a thorough background investigation, including: a criminal and driving history check; personal and employment references; and verification of documents. Any offer of employment is contingent upon successful completion of a medical, psychological, and polygraph examination. A drug test will be administered during the medical examination.

The length of the process may last anywhere from 6 weeks to 6 months. This includes the actual testing process and on-site background investigation. If an applicant has questions or concerns during or after any portion of the selection process regarding information on review, retest, or an appeal on a decision made, a written request must be submitted. The written request from the applicant will be forwarded to the Bellevue Civil Service Commission for review.